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EXECUTIVE COMMITTEE MEETING NO. 1

MONDAY 23 APRIL 1962 - 1500 hours

General Carter, presiding  
Mr. Kirkpatrick  
Mr. Karamessines, for DD/P  
Col. White  
Dr. Scoville  
Mr. Cline  
Mr. Houston  
Mr. Bross

Acting IG  
IG designee



1. PHILOSOPHY AND ROLE OF EXECUTIVE COMMITTEE

General Carter described Committee as a closely knit body of policy advisers for DCI; hence, pressed normally for no-substitution-type attendance.

2. AGENCY POLICY ON SURPLUS PERSONNEL

Determined that procedures were humane and equitable, that exceptions would jeopardize entire program and that caution must be exercised in any possible, future program not to permit disposal cases to slip into surplus program.

Determined that there shall be no exceptions to the Agency policy and procedures. Restated policy for appeal. Memorandum to be forwarded to Director of Personnel, General Counsel and Inspector General that no effort shall be exercised to reinstate surplus personnel in the parent directorate. Surplus personnel transferring to another directorate or component must be placed in the career service of the employing component. Should a Deputy Director request a specific individual with unique skills and qualifications, which are urgently needed and are not otherwise readily obtainable for the performance of an important and specific mission, such individual may be used on a contract basis after an administrative review by the Director of Personnel and the General Counsel.

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3. PROGRESS REPORT BY DR. SCOVILLE

Described test tentatively scheduled for 26 April concerning Project OXCART.

4. STATEMENTS TO PUBLIC MEDIA

Echoed DCI's admonishment against speeches or public statements containing Agency attributability.

Inquiries for information should be referred, insofar as possible, to other Government departments and agencies.

Briefing of Congressmen, short of official committees, should be done by an OCI representative and be non-attributable.



Executive Secretary

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EXECUTIVE COMMITTEE MEETING

MONDAY 23 APRIL - 3:00 P.M.

AGENDA:

1. Agency Policy on Surplus Personnel . . . . . (See attached paper)
2. Progress Report by Dr. Scoville
3. Firm Agency Policy on Public Statements

(A briefing by Mr. Harvey has been put over to the next meeting.)

E.O. 12812-2601

23 APR 1962

## AGENCY POLICY ON SURPLUS PERSONNEL

The Purpose of the discussion is to review the Agency program for retiring surplus personnel, with particular reference to the exercise currently in progress in the DDP area, to determine whether any exceptions should be made in view of recent developments.

The Background: The Agency entered the surplus personnel program only after the most careful study and coordination. The principal objective was to eliminate a "hump" in the clandestine services which was stagnating promotions. The Agency received approval from the Bureau of the Budget, Civil Service Commission and House Appropriations Committee to give severance pay to those personnel whose specialities were peculiar to the Agency. The Agency prepared retention lists ranking personnel in comparable categories in order of value, using panels of senior officers to perform this chore. Those declared surplus are at the bottom of these retention lists.

The Issues: There are NO questions about:

1. The need for the Agency, particularly the clandestine services, to get rid of a hump in certain grades.
2. The fact that the procedures for solution of the surplus personnel were about as just and equitable as could humanly be devised.
3. The fact that the majority of those declared surplus should leave the Agency if there are no jobs which they can competently perform at their present or lower grades.

There ARE questions about:

1. Whether exceptions shouldn't be made on an individual basis in those cases where:
  - (a) an individual was recruited from a good job in industry, persuaded to stay on as a careerist, and is now, in his mid-fifties, being released;

- (b) an individual who transferred to the DDP from the DDI, who has exceptional language ability, and after 10 years, is now surplus;
- (c) individuals in their fifties who will have difficulties finding employment, and who have little or no annuities, who could possibly be used on a contract basis;
- (d) individuals who could possibly be used in the expansion of WH Division; (are we not in an ambivalent position declaring personnel surplus while simultaneously recruiting)
- (e) individuals who could be used in the expanded, PM, counter-insurgency efforts.

Commentary: Having said all of the above I would add the following comments.

1. It is unfortunate that some personnel who should have been "selected out" were put in the surplus personnel category--it serves to discredit the others. And the fact that the same officer in personnel who handles the "selection out" cases also handles these, has not helped.
2. It is unfortunate that a number of detailees--clandestine service personnel detailed to other offices--were on the list: this will create problems in the future.
3. It is also true that quite a few of these people should have been let go over the years as the quality of their performance decreased.

[Redacted Signature]

~~L~~MAN B. KIRKPATRICK, JR.  
Executive Director

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